## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## **Department of the Interior (and below)**

For 1st Quarter 2022 for period ending December 31, 2021

			Cor	nparati	ive Data	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2022Thru12-31
	2017	2018	2019	2020	2021	2022111Fu12-31
Number of Complaints Filed	328	366	301	274	239	57
Number of Complainants	321	351	297	267	232	56
Repeat Filers	5	14	4	7	7	1

Complaints by Posis			Com	parativ	ve Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Race	101	118	80	71	83	15
Color	41	38	29	27	20	6
Religion	13	20	9	9	12	4
Reprisal	168	200	161	148	150	19
Sex	136	138	108	104	93	18
PDA	3	1	2	3	2	0

National Origin	41	53	33	12	34	7
Equal Pay Act	2	1	1	1	2	0
Age	117	114	113	100	75	19
Disability	105	119	88	100	75	17
Genetics	1	2	2	1	0	1
Non-EEO	12	19	15	16	8	2
		ı	Com	parativ	ve Data	l
Complaints by Issue	Pr	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2017	2018	2019	2020	2021	2022Thru12- 31
Appointment/Hire	31	32	32	35	40	7
Assignment of Duties	35	40	43	23	27	4
Awards	9	4	7	2	3	0
Conversion to Full Time/Perm Status	1	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	1	1
Reprimand	17	13	8	13	13	3
Suspension	20	13	8	15	15	4
Removal	8	16	10	19	5	1
Other	0	1	0	0	0	0
Duty Hours	8	1	5	6	5	1
Perf. Eval./ Appraisal	41	38	31	32	29	6
Examination/Test	2	2	0	0	5	1
Harassment						
Non-Sexual	155	183	158	120	114	32

Sexual	12	12	7	8	4	1
Medical Examination	3	1	1	2	0	2
Pay including overtime	10	2	6	4	11	2
Promotion/Non-Selection	40	54	25	39	26	5
Reassignment						
Denied	0	1	1	4	1	0
Directed	11	14	14	10	8	0
Reasonable Accommodation Disability	27	41	22	35	24	8
Reinstatement	0	0	0	0	0	0
Religious Accommodation	1	0	0	0	0	3
Retirement	3	2	3	3	4	1
Sex-Stereotyping	0	2	0	0	1	0
Telework	3	11	3	4	3	2
Termination	26	30	20	25	22	4
Terms/Conditions of Employment	59	49	41	40	35	8
Time and Attendance	18	15	14	20	12	0
Training	9	13	12	11	6	1
Other						
User Defined - Other 1	1	0	0	0	0	1
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

			Comp	parative 1	Data	
<b>Processing Time</b>		Previous	Fiscal Y	ear Data	ı	2022Thru12-
	2017	2018	2019	2020	2021	31
Complaints pending during	g fiscal y	ear				
Average number of days in investigation	187.07	183.94	203.24	183.81	224.48	194.96
Average number of days in final action	51.78	52.62	55.40	112.45	108.10	57.23
Complaint pending during	fiscal ye	ar where	hearing v	vas reque	sted	
Average number of days in investigation	192.30	189.47	205.16	179.02	225.26	200.14
Average number of days in final action	46.42	34.69	40.58	74.00	66.07	38.28
Complaint pending during	fiscal ye	ar where	hearing v	vas not re	equested	
Average number of days in investigation	178.94	181.58	203.32	180.04	210.81	178.89
Average number of days in final action	56.88	69.12	73.59	157.66	157.12	77.95
			Comp	oarative l	Data	
Complaints Dismissed by Agency		Previous	Fiscal Y	ear Data	1	2022Thru12-
	2017	2018	2019	2020	2021	31
Total Complaints Dismissed by Agency	43	24	33	27	22	5
Average days pending prior to dismissal	153.98	107.29	209.73	165.41	178.18	119
Con	plaints <b>V</b>	Withdrav	wn by Co	mplaina	nts	
Total Complaints Withdrawn by Complainants	15	26	13	20	22	4

						Com	ıpaı	rativ	e Dat	a		
Total Final Agency			Pre	evious	Fis	scal	Yea	r Da	ıta		2022	Thru12-
Actions Finding Discrimination	2	2017		2018	1	2019		2020	2	021		31
	#	# %		%	#	%	) i	# 9	ó #	%	#	%
Total Number Findings	3		1		4		·	7	26		1	
Without Hearing	0	0	0	0	0	0	4	4 5	7 21	81	1	100
With Hearing	3	100	1	100	4	10	0 :	3 4	3 5	19	0	0
Findings of												
Discrimination Rendered by Basis			Pre	evious	Fis	cal `	Yea	r Da	ta		2022	Thru12-
Note: Complaints can	2	017	2	018	20	19	2	020	2	021		31
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	6		2		4		7		26		1	
Race	2	33	1	50	0	0	1	14	8	31	0	0
Color	1	17	1	50	0	0	1	14	4	15	0	0
Religion	0	0	0	0	0	0	0	0	1	4	0	0
Reprisal	3	50	2	100	3	75	4	57	20	77	0	0
Sex	3	50	1	50	2	50	2	29	12	46	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	50	0	0	1	14	2	8	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	33	1	50	2	50	2	29	4	15	0	0
Disability	4	67	0	0	0	0	4	57	8	31	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	3		1		4		3		5		0	
Race	1	33	1	100	0	0	0	0	4	80	0	0
Color	0	0	1	100	0	0	0	0	1	20	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	1	100	3	75	1	33	5	100	0	0
Sex	2	67	1	100	2	50	1	33	2	40	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	100	0	0	0	0	1	20	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	1	100	2	50	2	67	0	0	0	0
Disability	3	100	0	0	0	0	3	100	3	60	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		0		4		21		1	
Race	1	33	0	0	0	0	1	25	4	19	0	0
Color	1	33	0	0	0	0	1	25	3	14	0	0
Religion	0	0	0	0	0	0	0	0	1	5	0	0
Reprisal	1	33	1	100	0	0	3	75	15	71	0	0
Sex	1	33	0	0	0	0	1	25	10	48	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	1	25	1	5	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	0	0	0	0	4	19	0	0

Disability	1	3	3 (	)	0	0	(	$\mid c$	1	25	5	24	1	100
Genetics	0	(	) (	)	0	0	(	$\mid c$	0	0	0	0	0	0
Non-EEO	0	(	) (	)	0	0		c	0	0	0	0	0	0
							(	Con	ıpa	rativ	e Dat	ta		
Findings of Discrimination Rendere	A			Pre	viou	ıs F	is	cal	Yea	ar Da	ta		2022	Thru12-
by Issue	eu	20	2017 2018 2019 2020 2021								21	31		
		#	%	#	%		#	%	#	%	#	%	#	%
<b>Total Number Findings</b>		6		2			4		7		26		1	
Appointment/Hire		0	0	0	0		0	0	3	43	3	12	0	0
Assignment of Duties		1	17	0	0		3	75	1	14	8	31	0	0
Awards		0	0	0	0		0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status		0	0	0	0		0	0	0	0	0	0	0	0
Disciplinary Action		-	-											
Demotion		0	0	0	0		0	0	0	0	0	0	0	0
Reprimand		0	0	0	0		0	0	0	0	2	8	0	0
Suspension		0	0	0	0		0	0	0	0	0	0	0	0
Removal		0	0	0	0		0	0	0	0	1	4	0	0
Other		0	0	0	0		0	0	0	0	0	0	0	0
Duty Hours		0	0	0	0		0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal		0	0	0	0		1	25	0	0	3	12	0	0
Examination/Test		0	0	0	0		0	0	0	0	0	0	0	0
Harassment														
Non-Sexual		2	33	0	0		1	25	1	14	15	58	0	0
Sexual		0	0	1	50		2	50	0	0	2	8	0	0
Medical Examination		0	0	0	0		0	0	0	0	0	0	0	0

Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	17	1	50	0	0	1	14	2	8	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	14	7	27	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	3	12	0	0
Termination	0	0	0	0	1	25	1	14	0	0	0	0
Terms/Conditions of Employment	1	17	0	0	1	25	0	0	11	42	0	0
Time and Attendance	3	50	0	0	1	25	0	0	3	12	0	0
Training	0	0	0	0	0	0	0	0	1	4	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		1		4		3		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	1	20	0	0
Assignment of Duties	1	33	0	0	3	75	1	33	4	80	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0

	_	1	1	1	1	I	1	1	I			I
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	20	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	1	20	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	1	25	0	0	3	60	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				-								
Non-Sexual	1	33	0	0	1	25	1	33	4	80	0	0
Sexual	0	0	0	0	2	50	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Reassignment				-								
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	1	33	2	40	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	1	20	0	0

Termination	0	0	0	0	1	25	1	33	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	1	25	0	0	4	80	0	0
Time and Attendance	2	67	0	0	1	25	0	0	3	60	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	3		1		0		4		21		1	
Appointment/Hire	0	0	0	0	0	0	3	75	2	10	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	4	19	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		-				-		-	-			
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	1	5	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0

Harassment												
Non-Sexual	1	33	0	0	0	0	0	0	11	52	0	0
Sexual	0	0	1	100	0	0	0	0	2	10	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	33	0	0	0	0	1	25	2	10	0	0
Reassignment				-								
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	5	24	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	2	10	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	7	33	0	0
Time and Attendance	1	33	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	5	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-
	2017	2018	2019	2020	2021	31
Total complaints from previous Fiscal Years	279	285	277	270	195	315
Total Complainants	269	276	266	262	188	300
Number complaints pending						
Investigation	14	6	8	3	1	46
ROI issued, pending Complainant's action	0	0	2	1	0	12
Hearing	269	275	255	220	184	229
Final Agency Action	7	8	16	46	13	26
Appeal with EEOC Office of Federal Operations	70	62	45	59	76	76
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2022Thru12-
	2017	2018	2019	2020	2021	31
Pending Complaints Where Investigations Exceed Required Time Frames	28	18	7	2	8	7